

News Capsule

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BILLION DOLLAR CONTEST WINNERS

Five lucky employees at Scott Aviation were winners in the Figgie Billion Dollar Countdown Contest for coming the closest to the exact date and time when Figgie International reached the billion dollar mark in sales on December 27, 1987 at 4:53:06 A.M.

Although no one in the Scott division was a grand prize winner, the following five employees have received prizes in the division employee contest:

Ty Wallace - South Haven, Michigan plant
First Prize: Interstate Tri-Star Vacuum Cleaner
Guess: December 26, 1:48:33 P.M.

Art Cortellucci - Lancaster, New York plant
Second Prize: \$100 Rawlings Gift Certificate
Guess: December 28, 1:50:54 A.M.

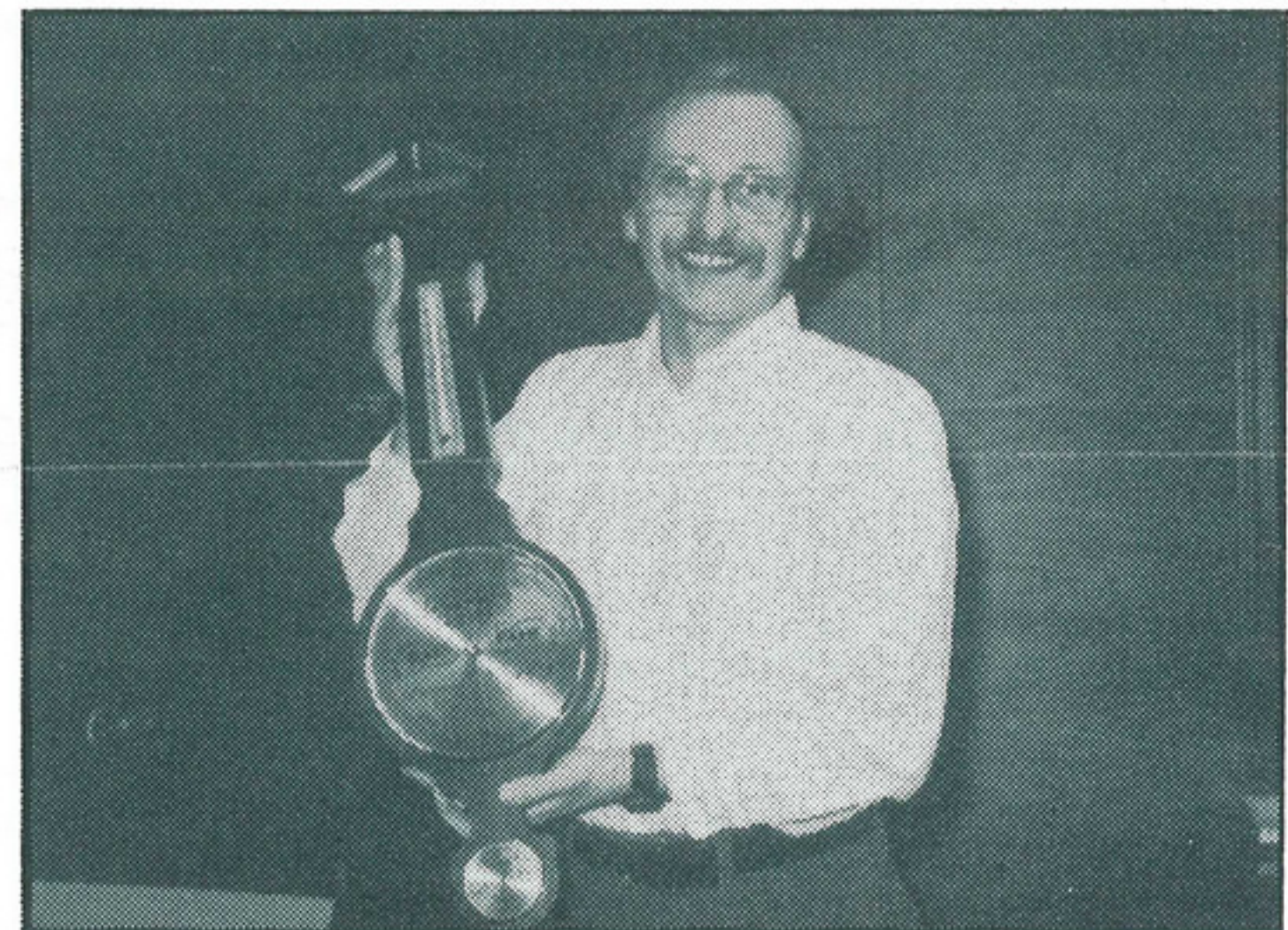
Ray Klute - Lancaster, New York plant
Third Prize: TCA Weather Station
Guess: December 26, 7:27:02 A.M.

Armstead Crockett - South Haven, Michigan plant
Fourth Prize: Fred Perry Tennis Shoes
Guess: December 26, 12:01:08 A.M.

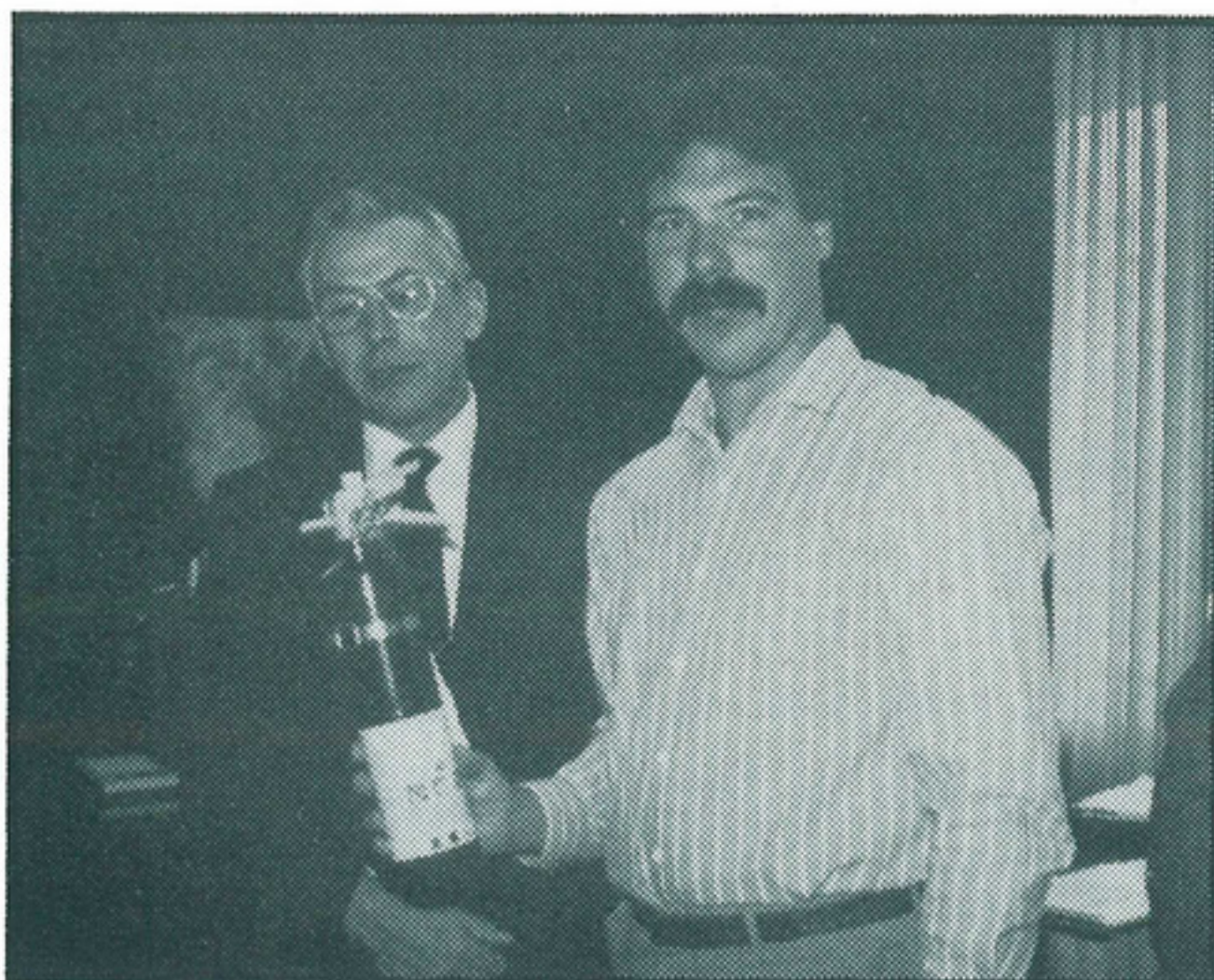
Jan Petroci - Lancaster, New York plant
Fifth Prize: Badger-Powhatan Fire Extinguisher
Guess: December 28, 10:08:30 A.M.



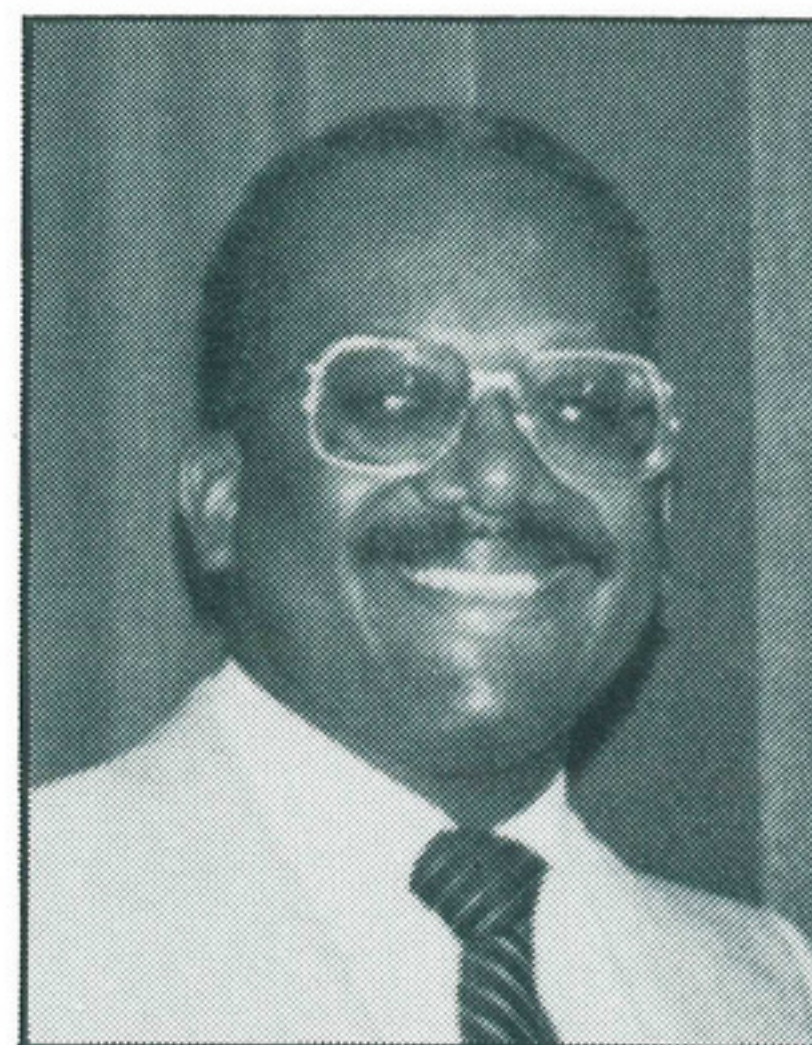
ART CORTELLUCCI



RAY KLUTE



JAN PETROCI



TY WALLACE



ARMSTEAD CROCKETT

Congratulations to the winners; and our thanks to everyone who participated in the contest.

From the Desk of Rod J. Simeone



Management training is the key to the future success of the corporation. This is the theme and impetus behind the establishment of the Figgie Management Institute at Figgie International Inc. headquarters in Richmond, Virginia. Direction of the Institute

is provided by Jim Anderson, Senior Vice President of Human Resources, and is under the direct management of Dick DeLisle, Corporate Training Manager.

The mission of the Institute is to provide multidiscipline training to employees to broaden their technical, professional and interpersonal skills. To date, several programs have been implemented and training sessions conducted. They include:

- Finance and Accounting for Nonfinancial Managers
- Controllership Training
- Credit Management
- Leadership Skills Workshop
- Manufacturing I

Scott Aviation is committed to support and participate in these programs, and has sent approximately 90 employees to the above training sessions. The participants' reactions have been very positive on the quality of material presented and the professional manner in which the sessions were conducted.

Future plans call for an aggressive schedule of training seminars in a variety of disciplines. Although not formally approved yet, the Institute hopes to present programs in the following areas:

- Managing Purchasing
- Cost Reduction/Profit Improvement
- Marketing and Sales Management
- Engineering Administration
- Industrial Relations Management
- Performance Appraisal
- Problem-Solving/Decision-Making

When sessions for the above are finalized, Scott will select employees to attend these programs. Our goal is to provide both individual development as well as to aid in corporate's goal of identifying individuals capable of assuming future, challenging assignments.

Rod J. Simeone
Director, Industrial Relations

World Class Manufacturer

An important new training program is starting at Scott. The need for this training is to qualify our people for the new machines that are being installed. For example, since August 1987, we have received 10 new CNC machines. We now have 26 CNC machines and more coming. This is on track to becoming a World Class Manufacturer.

As we add this sophisticated new machinery, we find that some of our operators are in need of training on this advanced equipment. Scott and BOCES have entered a joint venture to undertake this task; all Machine Shop employees will be requested to enter the program.

At the start of a session, a pre-test will be administered. Those who pass will be advanced to the next class without completion of the remainder of the module. When sufficient numbers of students pass or complete the module, the next module will begin. Those who go through the entire allotted hours for a module will be given an evaluation test by an instructor other than their course instructor.

The evaluation will be a quantitative skill level rating (i.e., the student is proficient in grinding and sharpening 5 out of 7 tools tested).

MODULE	HOURS
Industrial Math	60
Blueprint Reading I	60
Machine Trades Skill Upgrade	30
Advanced Industrial Math	30
Blueprint Reading II	30
Metrology	30
Advanced Machine Trades Skill	30
NC/CNC Training	40
In-Plant CNC Training	40 or more
	<u>350</u>

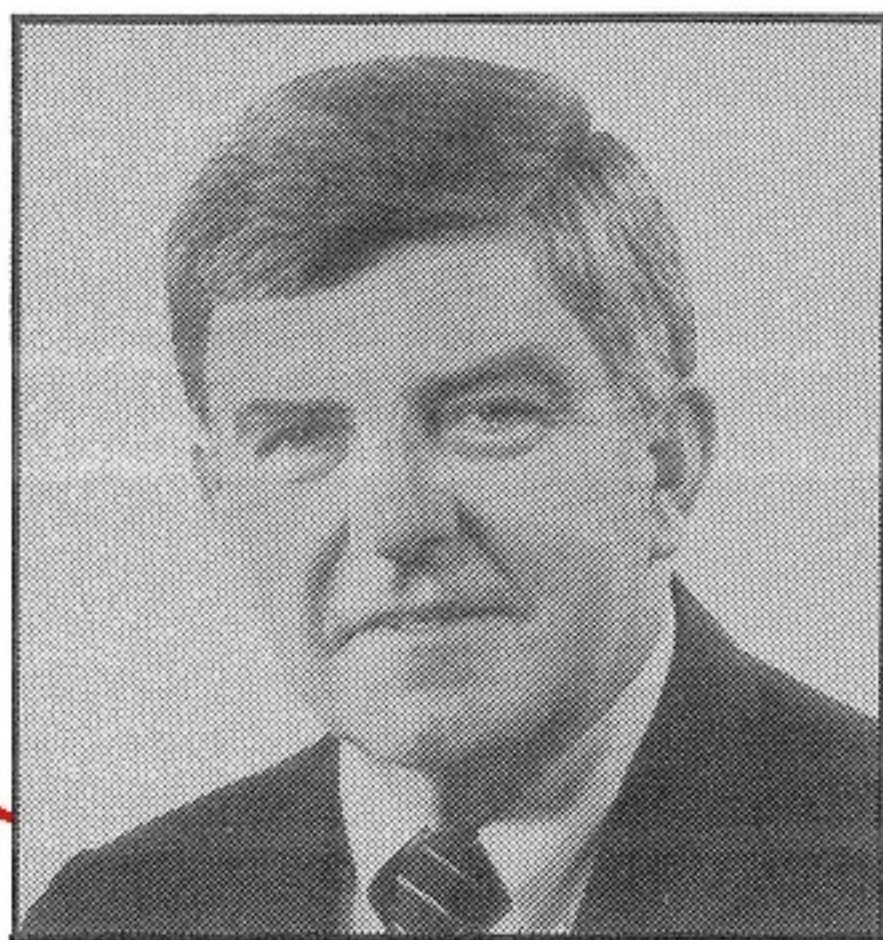
The in-plant training will be on Scott machines, and students will be cross-trained on mills as well as lathes.

The program is not short-term. The course will take 50 weeks to complete, and the cost to the company will be about \$100,000.

This program demonstrates the commitment by the company for the long haul. To be classified as a World Class Manufacturer, state-of-the-art equipment is required. We have that. To operate this sophisticated new equipment, we need qualified set-up operators.

By Warren Boneberg
Production Manager, Machine Shop

Meet John D. McStravick



Meet John D. McStravick, Vice President of Sales and Marketing for Health and Safety Products, who joined the Scott organization on March 14. He will be responsible for all Health & Safety marketing efforts including development and im-

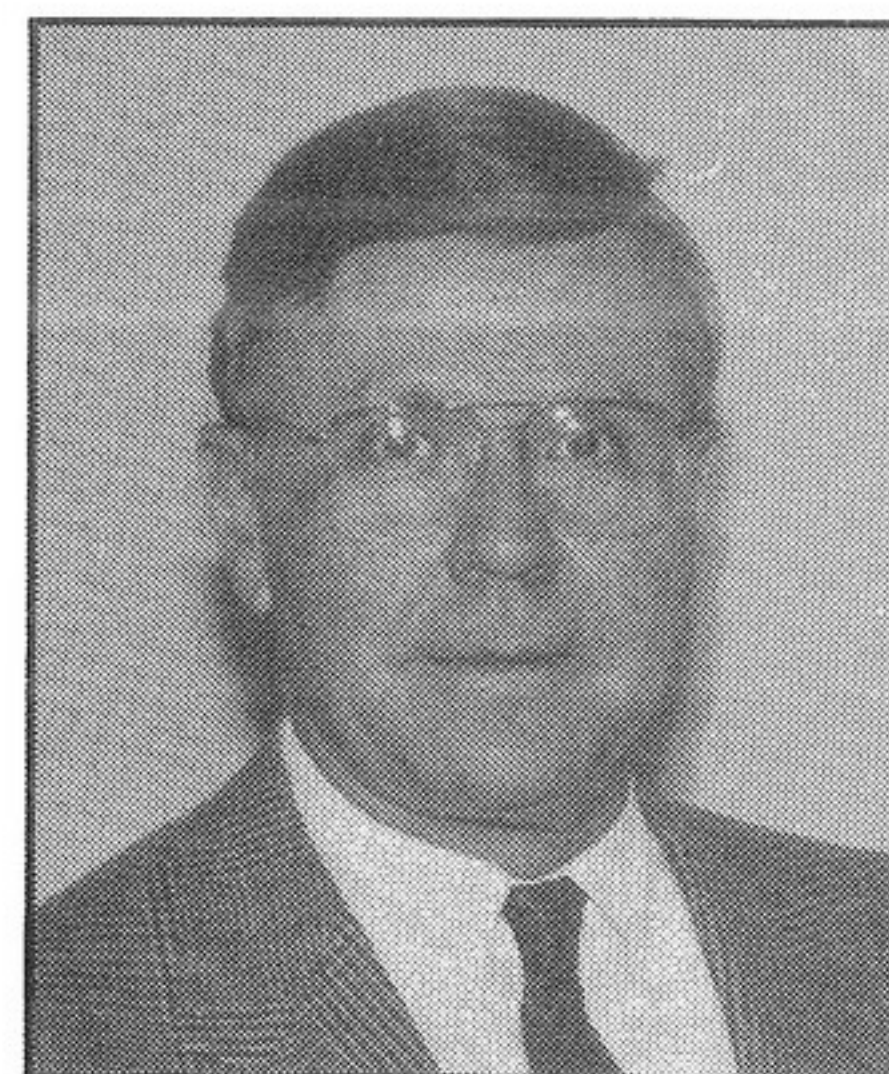
plementation of business plans, administration of our distributor base, overseeing advertising and product promotion programs, and control of Air Supplied, Air Purifying, and Instruments Product Managers and Regional and District Managers.

John comes to Scott from the Foxboro Corporation in South Norwalk, CT where he was Sales and Marketing Manager. He has also held top level marketing positions with Becton Dickinson Co., Energetics Science Corp., and General Science Corp., which are involved in our health and safety industry segments.

The McStravicks will soon be relocating from Fairfield, CT to the Buffalo, NY area.

Operations Manager - Hebron, Ohio

J. E. B. Stuart, IV has been appointed Operations Manager for the Scott facilities in Hebron, Ohio, reporting to Rick Solon, Vice President of Manufacturing for Scott. The Hebron plant manufactures the M40 and M42 chemical-biological protective mask for the U.S. Army.



Jeb joined Figgie International in January 1985 as Manager of Industrial Engineering at the corporate headquarters in Richmond, Va. Prior to that time, he was a career officer in the U.S. Army until his retirement in 1984.

We extend congratulations to Jeb as he begins this challenging assignment.

HE IS RISEN, HE IS RISEN

*As the dawn broke Easter morning,
The earth did tremble and quake.
The guards who had been sleeping there,
Were suddenly wide awake.*

*An angel of the Lord appeared,
And the stone was rolled away.
Our crucified Lord and Savior,
Had arisen that Easter day.*

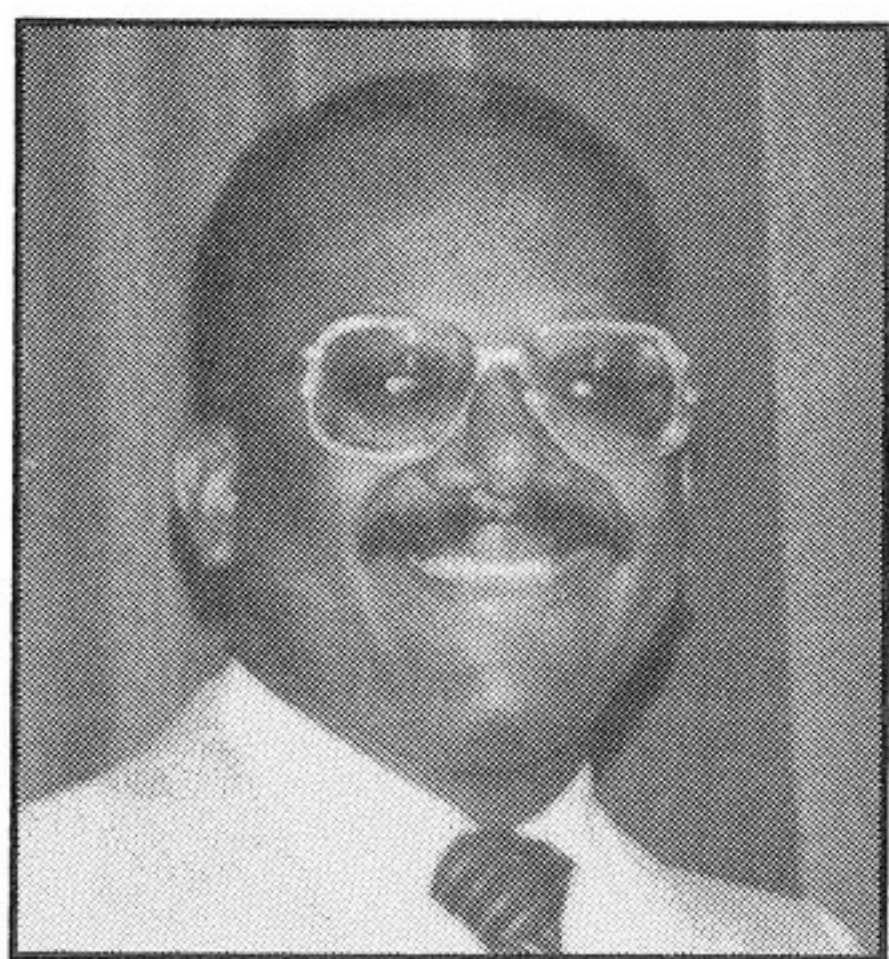
*The women who had journeyed there,
Could not believe their eyes.
Their Lord who had been crucified
As he promised, did arise!*

*Death could not contain him,
He had conquered the grave for me.
Full pardon for my sinful life,
Salvation he gave to me.*

*Christ the Lord has risen,
You won't find him in the grave.
"He is Risen, He is Risen",
Our Redeemer lives to save.*

Larry Erickson
Q.C., Lancaster, NY

Ty Wallace Promoted



Congratulation to Ty Wallace, formerly Operations Manager at our South Haven, Michigan facilities, for his promotion within the Figgie organization.

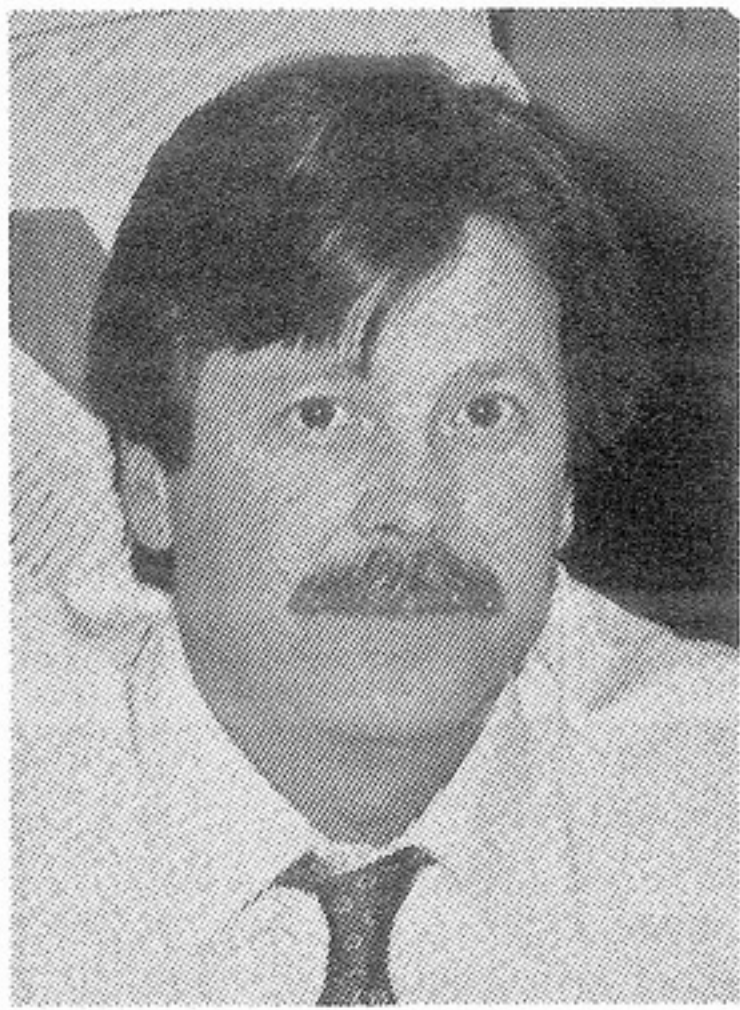
Ty started at the Scott-South Haven plant in 1978 as Quality Control

Manager, and was named Operations Manager of that facility in 1981. Effective March 11, Ty was promoted to our sister division, Consolidated Packaging Machinery, in Alden, New York, as Manager of Industrial Relations, reporting to Ken Gollmann, President of CPM. Ty will continue to serve part-time at South Haven until a replacement is named.

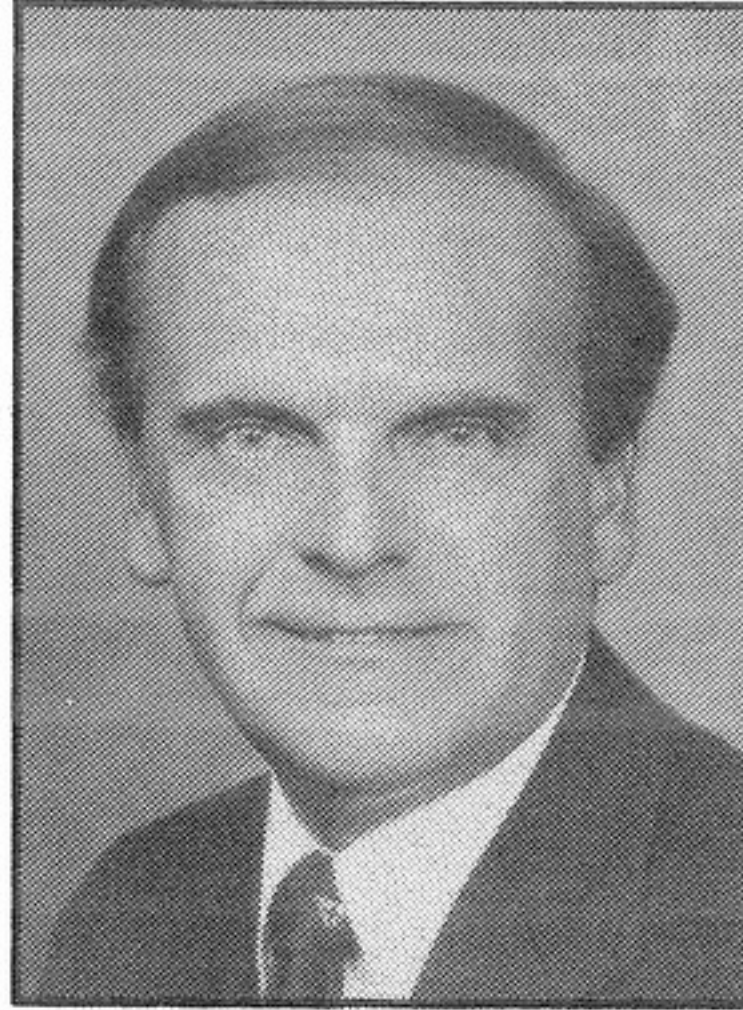
Our best wishes for the future go with Ty as he begins his new assignment.



BEN UNGERLEIDER
Product Manager
Government Products



BILL WATERROSE
Product Manager
Aviation Products



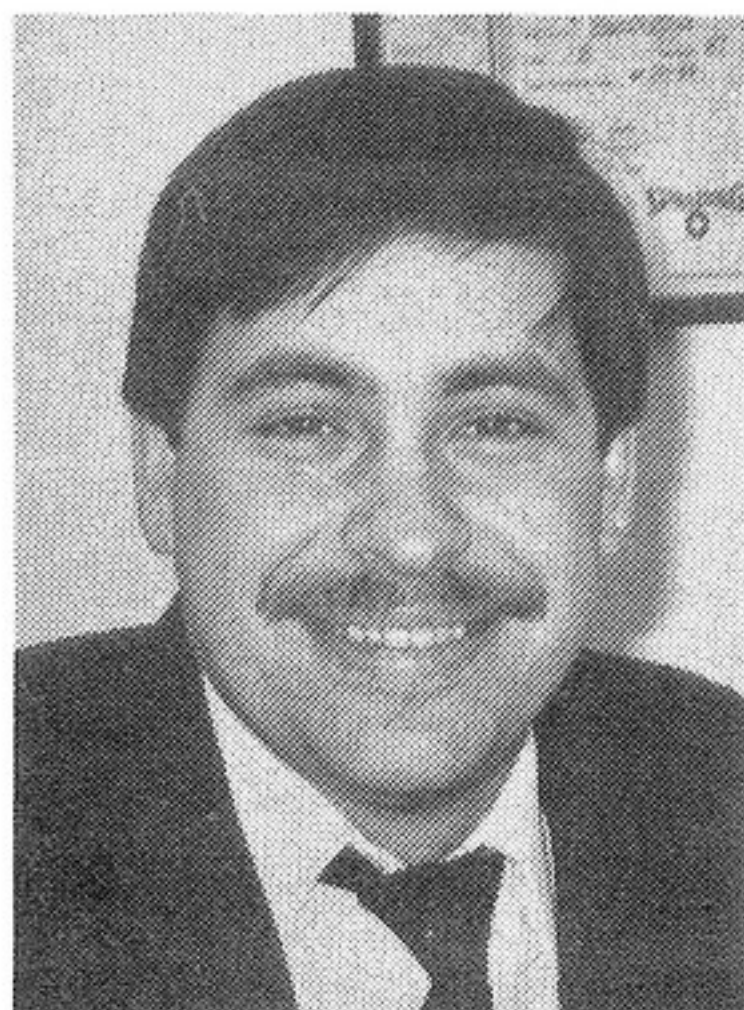
M.R. (JIM) KALETTA
Vice President, Sales &
Marketing Aviation/Gov't



TOM HARMON
Manager, Distributor Airline
& General Aviation Sales



RON CARDINALE
Manager, Contract & Sales
Administration



MYRON KOSSOWSKY
Product Manager, Special
Products EROS Sales

Meet the Aviation/Government Sales and Marketing Group

These Lancaster personnel are headed up by Jim Kaletta and handle the bulk of the customer contacts in the world of Aviation/Government sales.



ANNEMARIE WEYAND
Contract Administrator



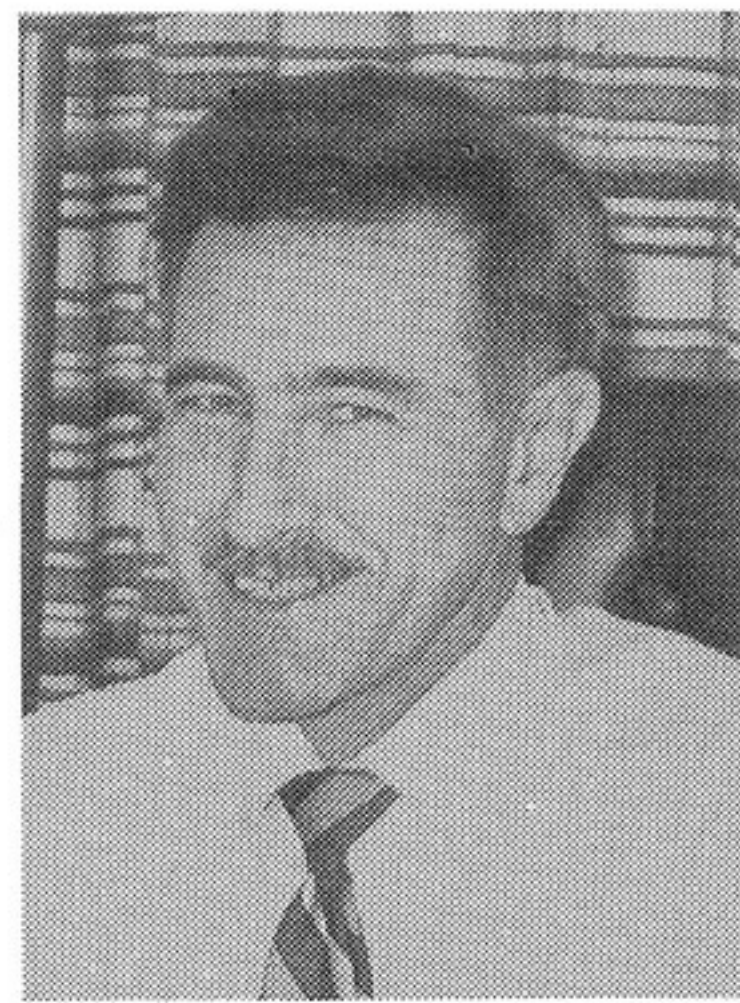
RICHARD SZCZEPANIEC
Contract Administrator



MARIE STURM
Sales Administrator



MARCIA MARKUS
Executive Secretary



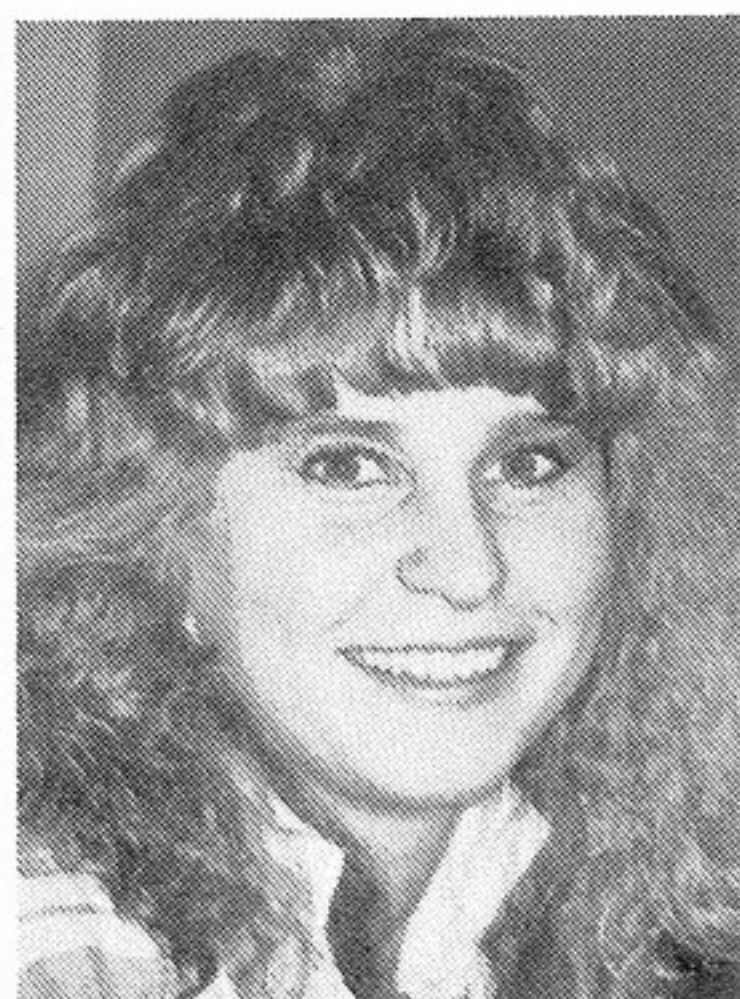
JOHN BOOK
Sales Administrator



SHARON RUPERT
Contract Administrator



JANET MERTZ
Sales Administrator



CYNTHIA PIESCZYNSKI
Sales Correspondent



EVEYLN BRETH
Secretary



PAULA WESTPFAHL
Sales Correspondent



SANDRA REYNOLDS
Sales Administrator



internal correspondence

To: ALL SCOTT EMPLOYEES
From: A. H. Light, Jr.
Subject: VALUE MANAGEMENT SUGGESTION PROGRAM

Date: April 25, 1988

Our greatest asset at Scott Aviation is the commitment of our employees to producing high quality products. Every Scott employee takes pride in seeing that only well made, top quality products are delivered to our customers.

In today's ever-increasing global competition, it is critically important that we continue our practice of shipping the highest quality product possible and at the lowest manufacturing cost per unit.

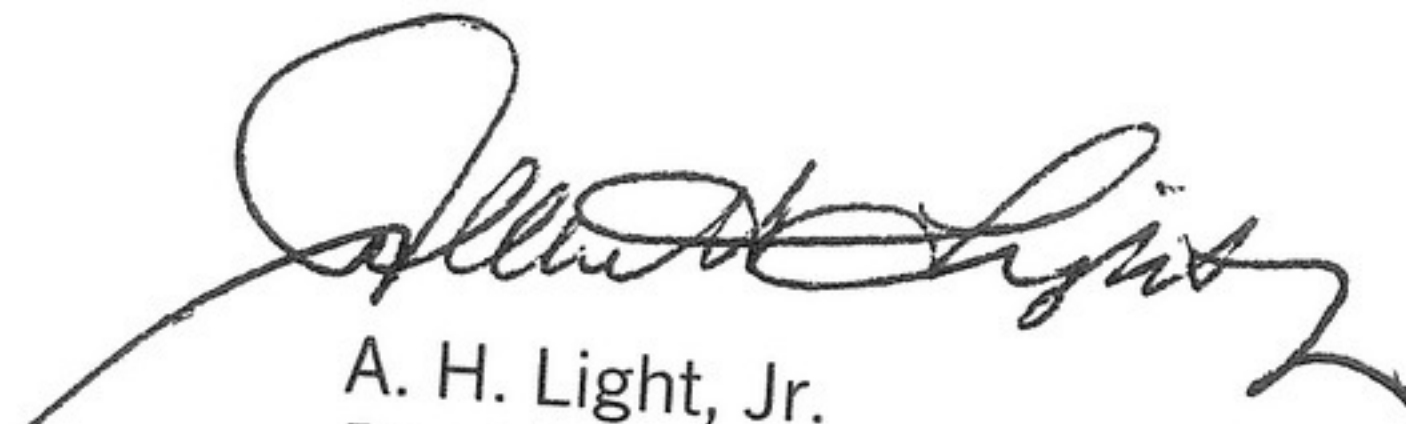
This is a new challenge for us, and I'm asking each Scott employee to assist in this effort. What I'd like to see happen, is to have each of you challenge and evaluate the functions and processes you see around you. Ask yourself the question, "Is there a better way to do this?", and then submit to me any better way or cost-saving ideas you can think of. I would appreciate ALL your ideas, so please don't hesitate to let me know what's on your mind.

Some of your ideas may be so obvious you'll wonder why no one ever thought of them before, while some ideas may require much thought and planning. In any case, your ideas are important to Scott, and we will evaluate every one you submit.

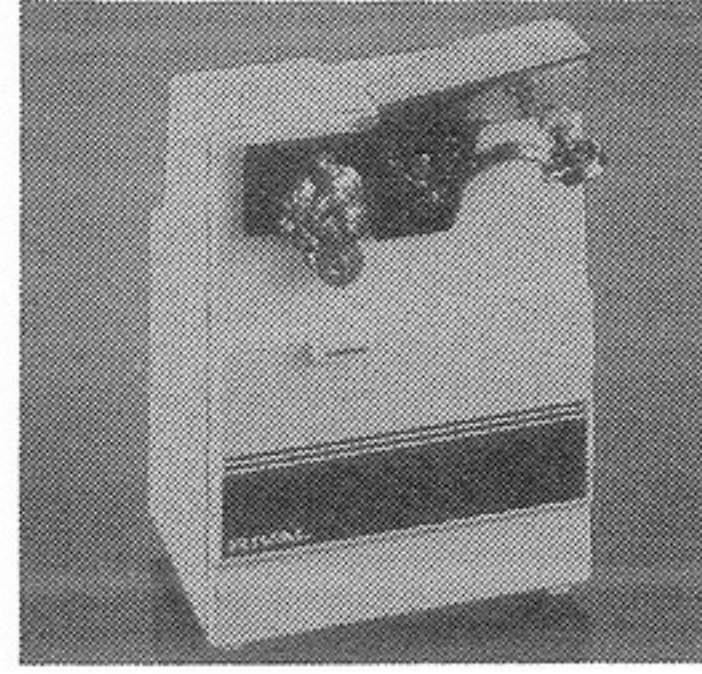
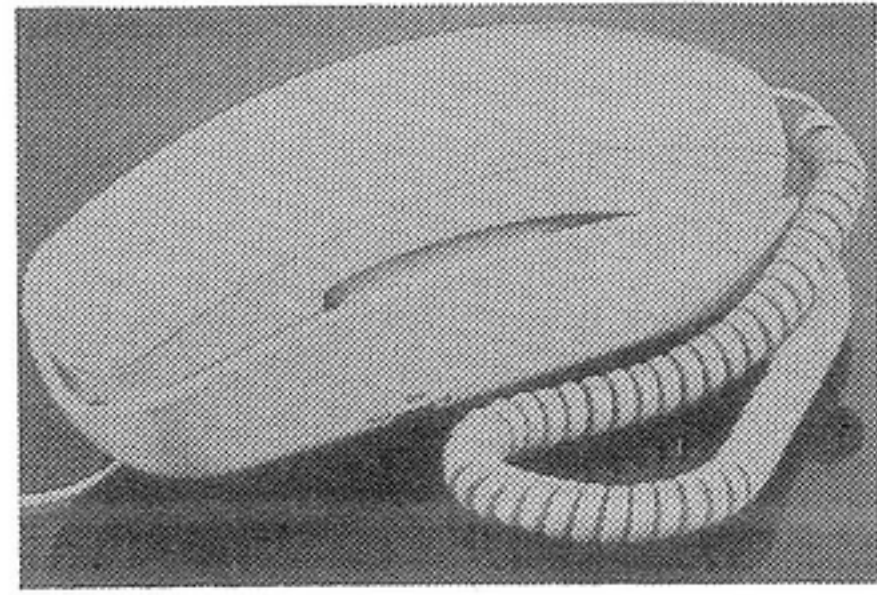
To assist in turning in your ideas, forms will be available in each plant location from your supervisor. All suggestions will be considered and everyone will receive a written evaluation of the suggestions he or she submits.

As a special incentive for our program, prizes will be awarded to those who submit suggestions which result in value savings or product value enhancement.

I look forward to receiving your ideas.



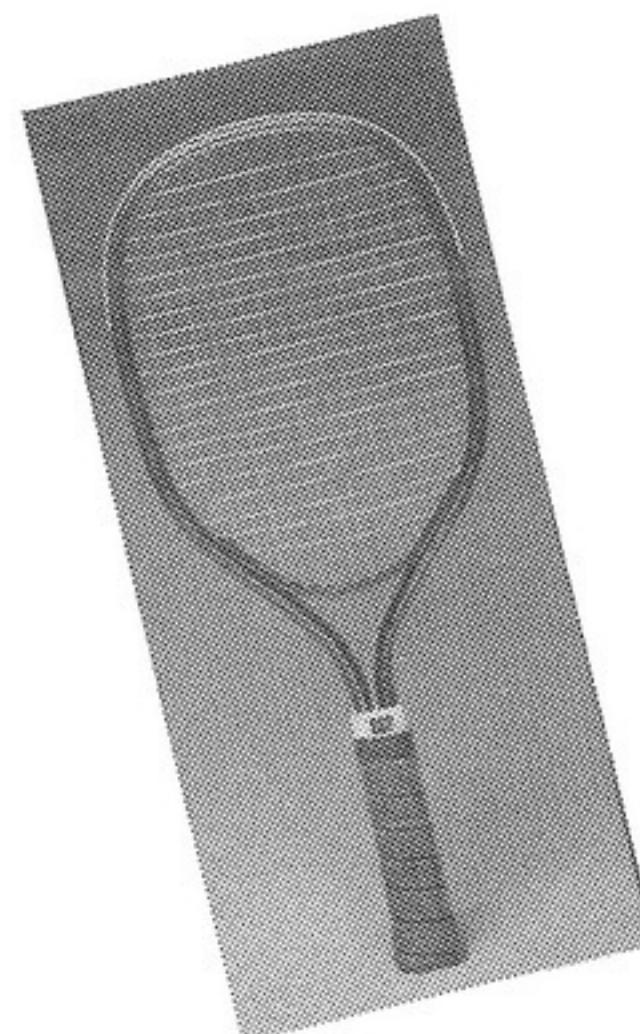
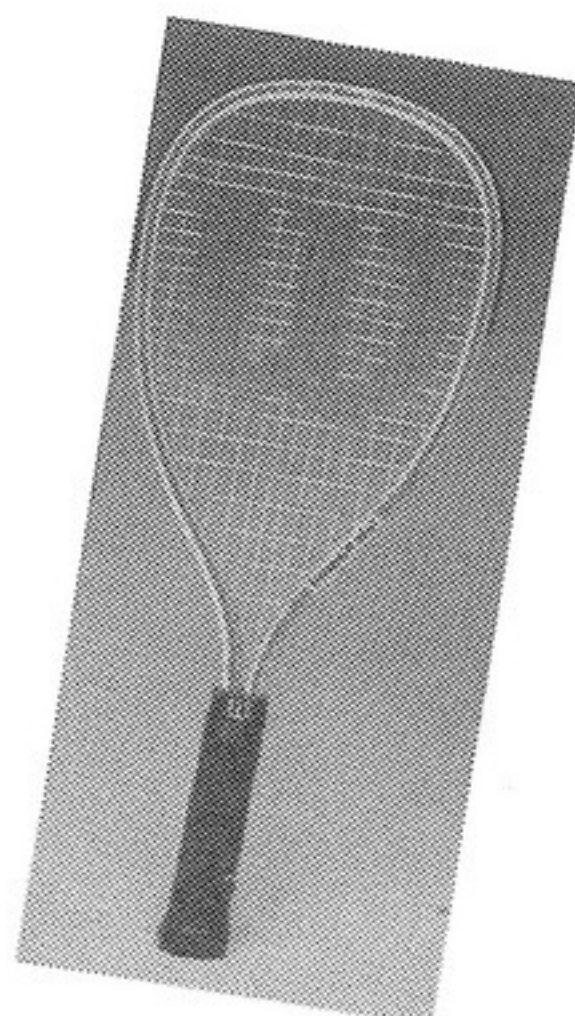
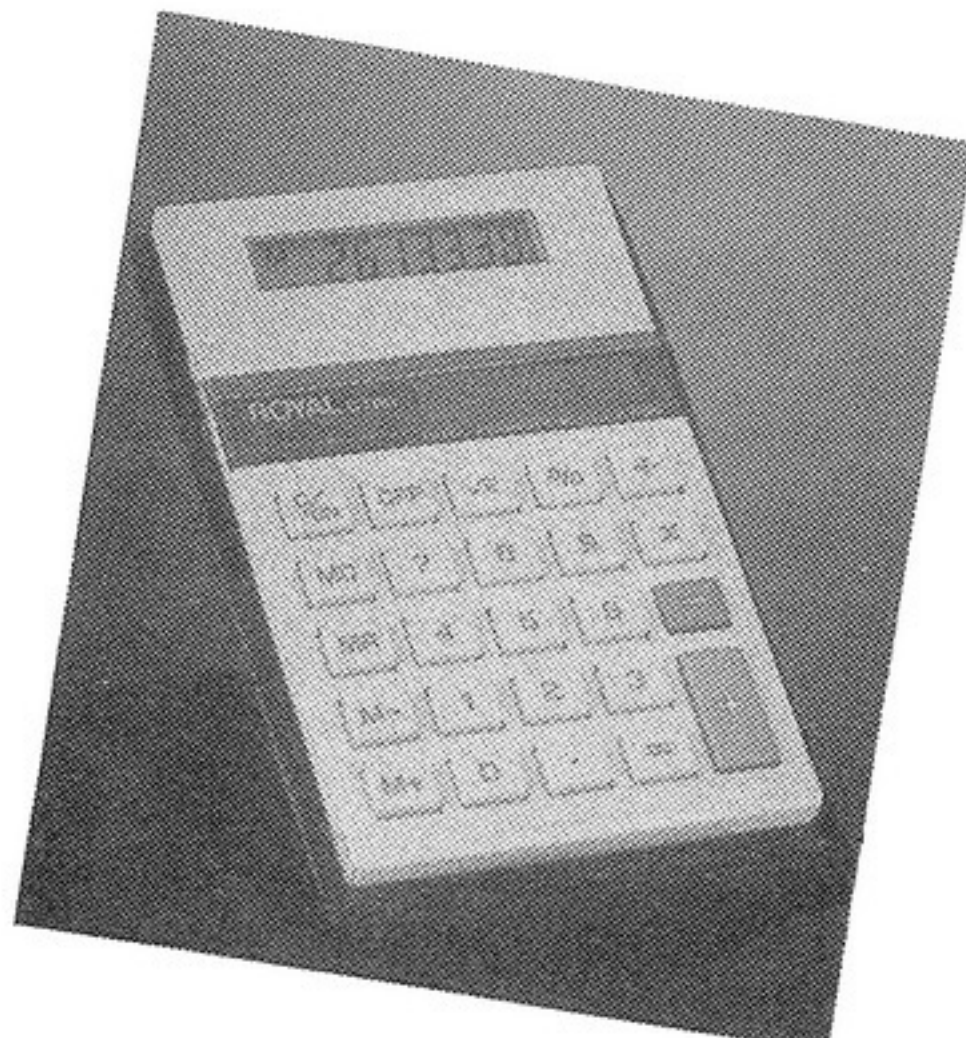
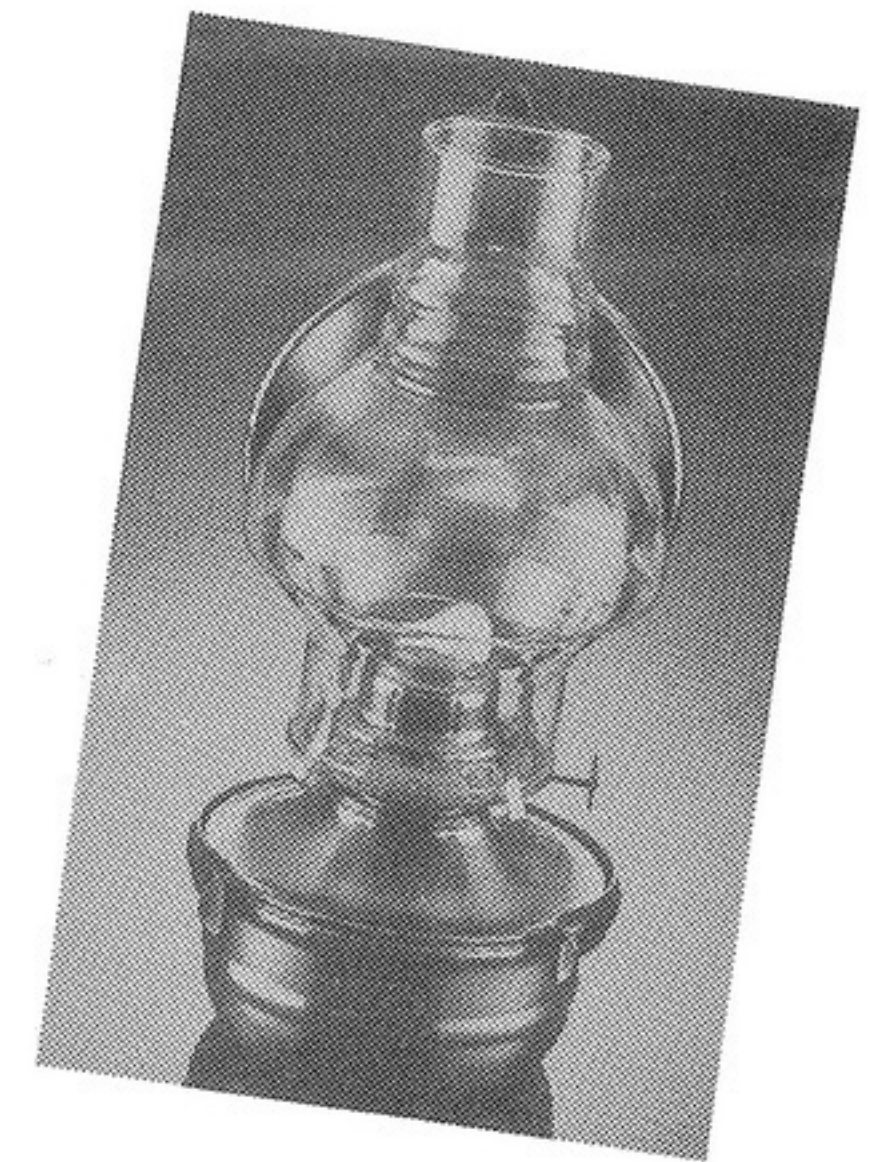
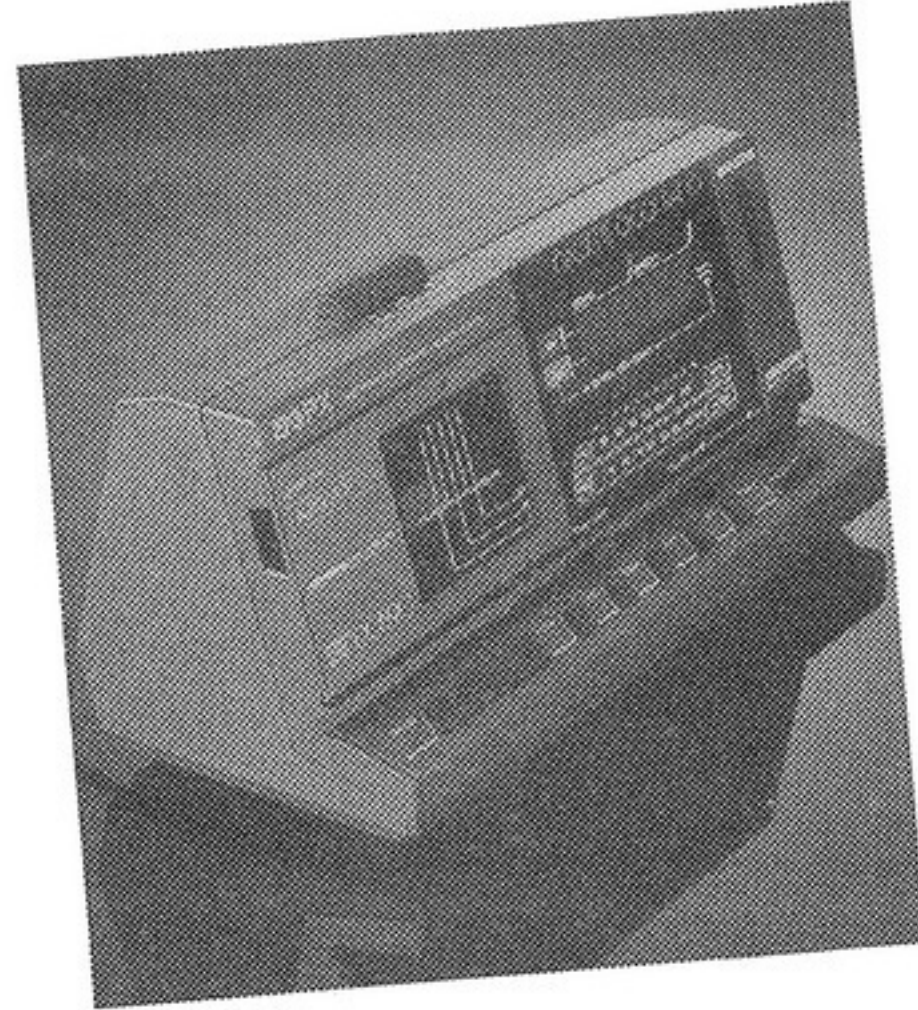
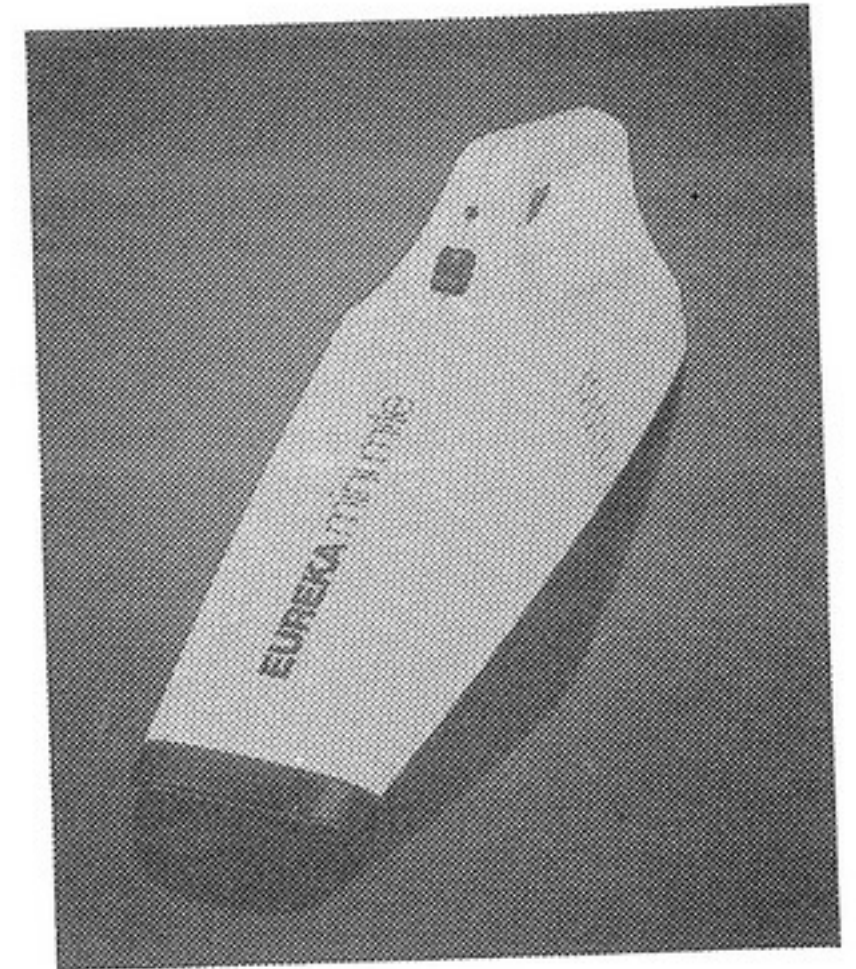
A. H. Light, Jr.
President



VALUE MANAGEMENT INCENTIVE SUGGESTION PROGRAM PROCEDURES



1. **ALL** Scott employees are eligible (division wide).
2. A token gift of appreciation will be given to every person who submits a suggestion.
3. Prizes will be awarded quarterly for outstanding suggestions submitted during the preceding calendar quarter.
4. At the end of each quarter, the evaluated suggestions, together with award recommendations, will be submitted by the standing Value Management Team to the Prize Award Selection Committee.
5. The Prize Award Selection Committee will consist of Scott's President and his Senior Staff.
6. The Prize Award Selection Committee will be the deciding body as to the number of prizes to be awarded and which suggestions shall receive prizes.
7. In January, special awards will be announced for the most outstanding suggestions received in the preceding year.
8. The Value Management Team leader will be responsible for coordination of this program.
9. At Scott facilities outside of New York State, the Operations Managers will assist the Value Management Team leader in administering this program.



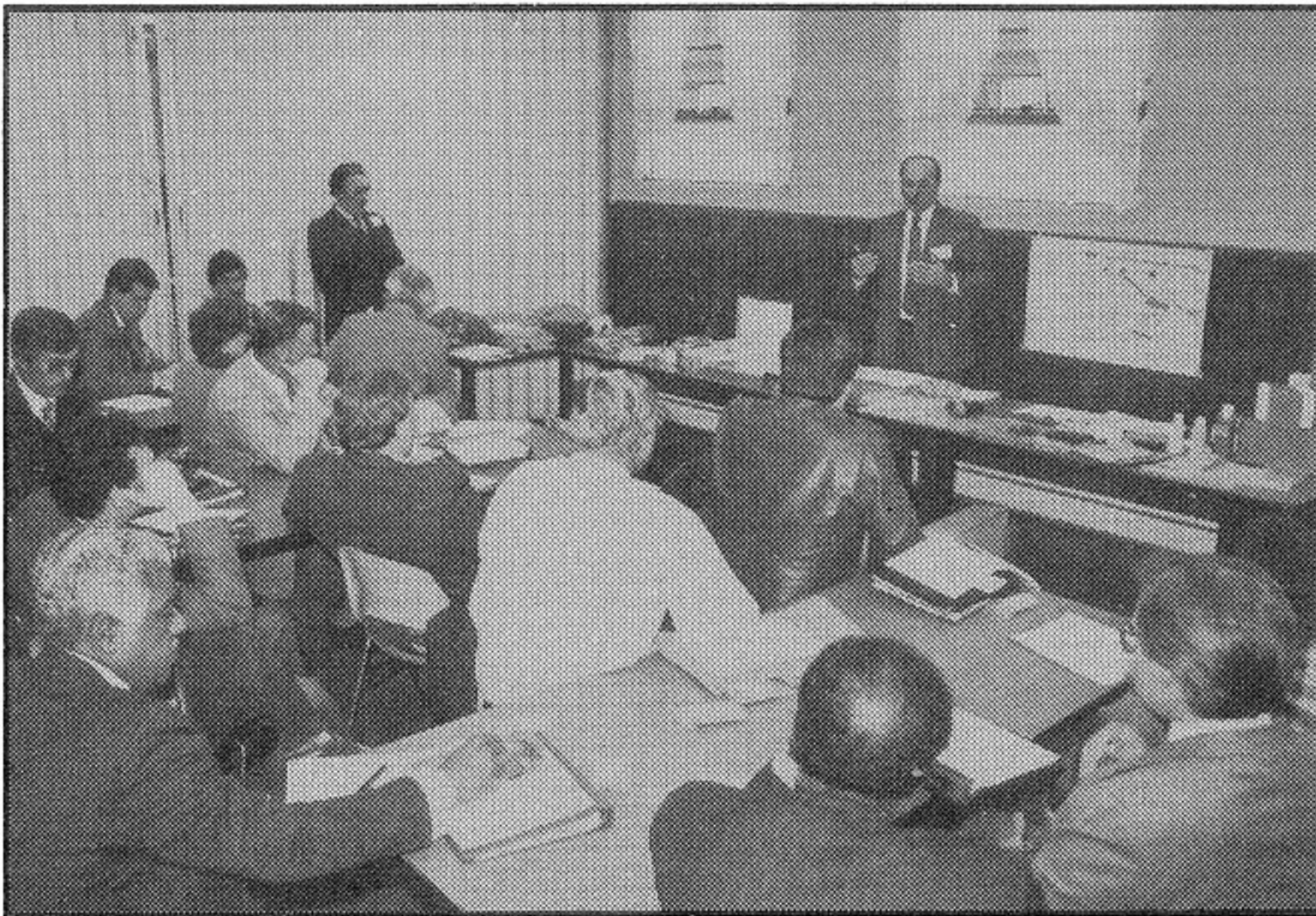
Purchasing Hosts Seminar at Scott

An in-house seminar for Small, Disadvantaged, and Women-Owned Businesses was conducted at Scott - Lancaster on January 14, 1988. The seminar was hosted by Ron Sheldon, Director of Procurement, and the Lancaster Purchasing Department, to acquaint these business people with Scott products.

A group of 15 business representatives toured the Lancaster area plants, and presentations about Scott products were made by Quality, Engineering and Purchasing staff. The prospective suppliers were given blueprints and asked to quote on those products which they were interested in supplying to Scott Aviation.

As a defense contractor for the U.S. Government, Scott is required to procure 1.5 percent of all purchased materials from Small, Disadvantaged, and Women-Owned Businesses.

Among the attendees at the seminar were Lt. Col. Graham Shaw, Commander of Defense Contract Administration Services Management Area Buffalo, and William Bickelman, Deputy for Small Business, both of whom expressed their appreciation of Scott's participation in the Small Business Subcontracting Program.



Purchasing Seminar at Scott

Positive Strokes

There exists within the Scott Marketing Department a group of individuals called Product Managers.

For those of you hard-pressed to define what a Product Manager is ... we are an unruly bunch chartered with the responsibility for each Scott major product line - Al Perry, Myron Kossowsky, Denny Browner, Earle Ganzenmuller, Ben Ungerleider and myself

comprise this infamous collection of free spirits. We plan, we promote, and we price our products. We are with them from cradle to grave. As a rule we tend to be generalists. We must be able to converse with all departments about a range of subjects. Therefore, this Product Manager feels uniquely qualified to speak on a variety of issues.

Specifically, I'd like to talk about "positive strokes" and "the importance of you being you".

Those of us who are fortunate enough to work for a living, those of us who have mouths to feed, mortgages and tuition payments, or simply want a better lifestyle for ourselves and our loved ones - we all, each of us, have a common thread of need - a need beyond food and shelter, beyond self-preservation, beyond merely paying the bills. We need to be told - not often, but often enough - that what we are doing is important to someone. We need to be told "we are doing a good job".

Curiously enough, it often doesn't matter who it comes from; it doesn't always have to be your boss. All of us are capable of making someone else's day. We tend to dump the responsibility for our mental wellbeing on "THEY". THEY don't appreciate me. THEY are miserable. THEY don't listen. THEY, THEY, THEY...

I suggest each of us look to our peer group occasionally to see what's right among us, and then take the first step ... dare to make someone's day brighter, dare to step from the rank-and-file and foster harmony, tell someone "you are doing a good job".

There is among us a large segment of **very good people doing a very good job.**

Winging through the clouds is an enormous fleet of commercial aircraft (the Boeings, the Douglasses, the Lockheeds) carrying millions of people; fleets of corporate jets; thousands of general aviation aircraft carrying weekend pilots, their families, their friends. Thousands of times a day firemen are answering a call for help; thousands of times a day someone must be protected from a hazardous environment. Military sorties are run around the clock, assuring the security of our very existence.

All of these people are trusting their safety to you without even knowing who you are. What you do and the way you do it stretches out and touches the lives of these millions of people.

Who among us at Scott can resist a twinge of pride in what we are and what we are doing.

Who among us is not a special person!

by Bill Waterrose, Product Manager, Aviation Products

SAFETY TRAINING CERTIFICATES

The following Scott employee's received certificates for completing Part I of Waite Hill's Supervisor Safety Techniques Training Session.

Mr. Allen Light, President of Scott Aviation, made the presentation.



Jim Nowinski
Don Petrillo
Bill Saskowski
Kaye LaGrange
Karen Lang
Matt Nycek
Charles Trudel
Robert Meyers
Carmine Cerullo
Michael Massanti
Leonard Suba
John Sweet
Walt Powell
Don Grande
Stan Lesniak
Chris Griswold -
(not present
for photo)

Scott - Monroe Employee of the Month



Congratulations to Sharon Wozniak, Employee of the Month for Scott's facilities at Monroe, N.C. Sharon's position as Purchasing Agent at Monroe involves working with our suppliers to ensure that we receive qual-

ity parts, delivered on time, at competitive prices. Her untiring efforts, professionalism, and dedication to Scott Aviation's purchasing goals make her an excellent choice for Employee of the Month.

Take Pride in America!

More than one-third of the land in the United States is federally owned—about 700 million acres. Many million more acres are state and local public lands. These lands and their natural and cultural resources must be protected *for* Americans but also *from* Americans. Although most of us use public lands wisely, there are some who are thoughtless—even abusive.

Public lands have suffered a great deal of abuse over the years. Some examples:

- More than 80% of prehistoric ruins in the southwestern U.S. have been vandalized.
- National cost estimates of vandalism to highway signs range from \$50-million to an incredible \$2-billion per year.
- Cleanup of litter in our national parks costs us \$15-million annually.

What can you do? Be a responsible visitor to public lands. Use them wisely—keep them intact for the next person. Join with your neighbors to care for at least one favorite local public site.

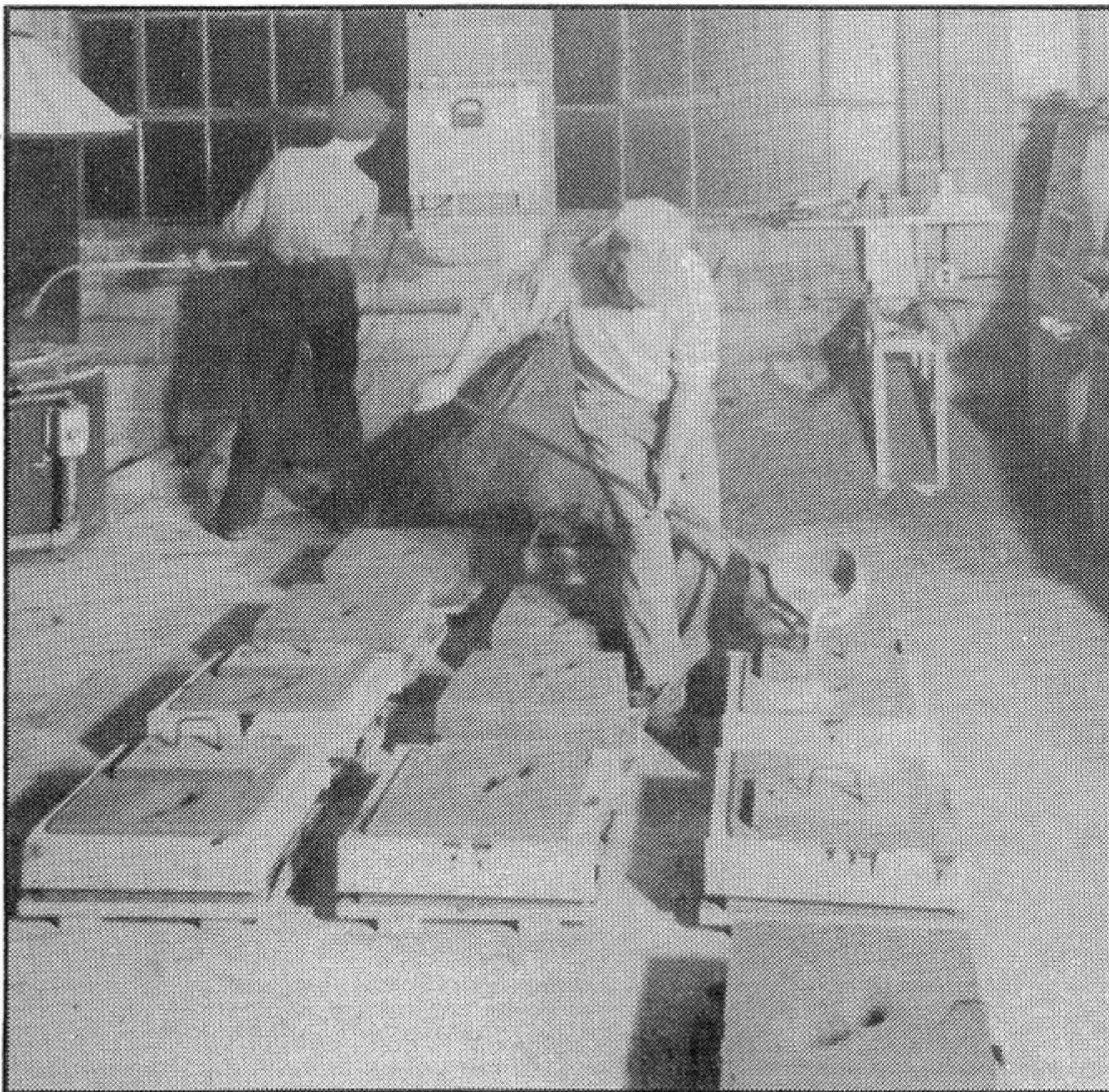
Highlights From The Past

50 YEARS AGO (1938)

Earle Scott and three part-time employees entered the sixth year of design, manufacture and sale of tail skid shoes and attachable tailwheel assemblies for light aircraft. The entire manufacturing facilities of what was to become "Scott Aviation" were located in a basement workshop in Mr. Scott's Lancaster, N.Y. home and had recently expanded to include an aluminum foundry in his one-car garage. Annual sales volume was \$5,000.

25 YEARS AGO (1963)

Scott Aviation - Lancaster included 536 employees, with sales offices in California, Atlanta, Chicago, Dallas and Seattle plus an export agency in New York City. Manufacturing plants were located in Lancaster and Alden N.Y. and R & D facilities in Cheektowaga, N.Y. and Boca Raton, Florida. Plans were underway to manufacture Air-Paks in Canada by year-end. Howard Benzel was appointed President of Scott Aviation in April; Mr. Scott retained his position as Chairman of the Board and Chief Executive Officer. NATO contract for \$1 million for high altitude oxygen survival kits for military aircraft was an important part of our production schedule.



Scott Aviation's foundry area where special castings were made to highest aviation engineering standards.
(Photograph - approx. 1940)

We hope to make **"Highlights from the Past"** an ongoing item in future News Capsule issues. If you have any old pictures or information pertaining to Scott that could be used in future issues, please contact Eleanor Paulson, Scott - Lancaster.

Major Aviation Distributor Visits Scott

Scott Aviation was honored recently by a two-day visit by senior officials of Aviall, our largest single aviation distributor, headquartered in Dallas, TX. The visitors represented Aviall's Airline Sales Division, which has administered \$6-million sales of Scott aviation products in the past year and projects even greater performance in the current year.

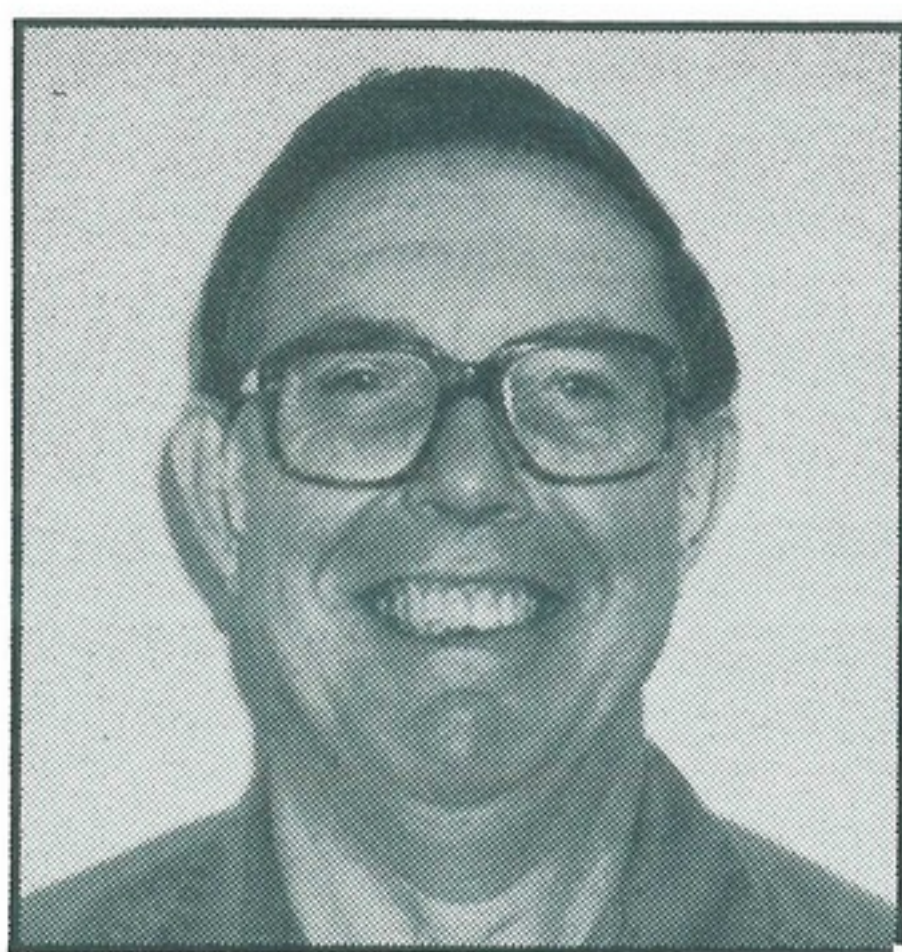
Scott hosts for the Aviall visitors were Tom Harmon, Manager of Distributor, Airline and General Aviation Sales, and Bill Waterrose, Aviation Product Manager. These gentlemen conducted a get-acquainted and hands-on training program for the Aviall guests who included Dan Curtin, Director of Finance & Administration; Wes Gallemore, Director of Sales; Mike Matheny, Director of Marketing & Systems; Dan Tilden, Manager of Inside Sales Staff; Al Bonds, Fred Cellarius and Carl Moss, Regional Managers; Josh Abelson and Mike Arrington, Field Sales Representatives; Don Ellsworth, Harry Johansen and John Thornhill, Sales Supervisors. There was a detailed exchange of questions and answers about the Scott product line and mutual Scott/Aviall goals were established for the future. The Aviall group also toured the Scott-Lancaster plants and met with Scott engineering management people.

Following the meetings, R. Frank Leftwich, Group Vice President for Aviall's Airline Group, stated that... "With such fine products and support from Scott, it gives us a great opportunity to play the key role... in getting your products to the market."



Aviall Training Session

Congratulations!



Congratulations to Marvin Shepard, Scott - Lancaster employee, who was recently given special recognition in *THE BUFFALO NEWS* for donating 10 gallons of blood to the Buffalo Regional Red Cross Blood Service. To reach this plateau, Marvin

has donated blood at least 80 times.

At Scott, Marvin is employed in the Stockroom/Warehouse at Plant 5. He has a cheerful disposition, a friendly word for everyone, and a good tenor voice to support our annual Scott Christmas Chorus.

To join Marvin in giving the gift of life for patients at 53 regional hospitals in Western New York, call the Red Cross at 886-7500.

Thank you, Vi!

Many of us at Scott - Lancaster take for granted the lovely soprano voice of Vi McDonald as she leads the singing of a patriotic song or seasonal Christmas carol during the Monday Morning Meetings in the Plant 1 Cafeteria.

Several years ago after Jack Anderson retired and left us without a song leader, Vi was asked to help out, and she has done a great job. We appreciate her beautiful voice and her smiling face which help give us a good start on Monday mornings. We also have appreciated her vocal talents as a member of the Scott Christmas Chorus.

Vi has been a part of the Assembly Departments since she was hired in November 1971. We thank Vi again for sharing her talents with us and helping make our day!

MAY IS "NATIONAL HIGH BLOOD PRESSURE MONTH"

More than one in four adults has elevated blood pressure. High blood pressure produces few noticeable symptoms, yet it increases the risk for heart attack, stroke, and kidney disease. Have your blood pressure checked now and regularly. Learn all you can about it and keep it under control.

Scott Recipe of the Month

Here's a tasty recipe from Betty Lathrop, Scott's answer to Betty Crocker, one of our good cooks at Scott - Lancaster. Betty has been a Scott employee since 1960 and is Financial Administrator for Nick Koppmann, Vice President and Controller.



She is well known for her enjoyable dinner parties and her "super" desserts, and this recipe for Barbecued Spare Ribs is a favorite of her husband, Jerry. Let us know how you like it!

4-6 servings

BARBECUED SPARE RIBS

- 4 lbs. spareribs (country style)
- 2 tbsp. butter
- ½ cup finely chopped onions
- 1 cup water
- 1 cup catsup
- 1 tsp. salt
- 2 tbsp. vinegar
- 2 tbsp. lemon juice
- 2 tbsp. Worcestershire sauce
- 2 tbsp. brown sugar
- 1 tsp. dry mustard
- ¼ tsp. pepper

Have spareribs cut in serving pieces. Brown slowly in skillet, drain, put in baking pan. Pour fat from skillet, melt butter in skillet, add onion. Cook until brown. Add next 9 ingredients, simmer 20 minutes. Set oven for 350°. Pour sauce over ribs. Bake covered 1½ hours.

EDITORS CORNER

The next issue of the Scott News Capsule will be published in August, 1988. Comments are always appreciated.

EDITORS

Dick Kaczmarek
Tom Cleary
Hank Zalenski

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Sierra - K. Williams

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